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Subject: Official Notice: VERA/VSIP
Date: Tuesday, June 20, 2017 1:38:00 PM
Attachments: [Agencys Workforce Shaping through Voluntary Early Retirement and Separation Incentive Payment Authorities \(VERA/VSIP\).msg](#)
[Proposed EPA VERA VSIP MOU - 06-20-17.docx](#)

Good Afternoon:

We have called all of you individually regarding the upcoming VERA/VSIP offering. Any VERA/VSIP offering is still subject to OPM and OMB approval. However, in the meantime, we are seeking to work together to reach an agreement over procedures that we will utilize for this next round – should it be approved. The maximum number of offers under this VERA/VSIP will be 1228 employees, agency-wide. As of now, the last effective date for employee separations is September 2, 2017, so any applications would have to be in before that date.

With this email, we are providing official notice of the next round of VERA/VSIP offerings, and we are attaching a proposed MOU detailing procedures for the parties to follow. This MOU is extremely similar to MOUs signed between the agency and most of the unions in 2014 and 2015. This MOU incorporated suggestions made by Union representatives during negotiations over the VERA/VSIP offerings in 2014 and 2015. Also attached as a courtesy please find the mass mailer that will go out to employees this afternoon. Regarding retirement training, the Shared Service Centers have told us the following:

Starting next week each SSC will provide webinars twice on each Tuesday and Thursday until the window ends on July 26th. Times will vary to cover time zones across serviced organizations. We may provide additional sessions for customers by request if needed. There is also a 508 compliant version of the presentation that is going on the Agency VERA/VSIP intranet site that employees can access on their own as needed.

Some of you mentioned that you would provide the agency with draft MOUs based on our past MOUs. We are happy to look at your drafts, but we ask you to keep in mind that most of the negotiable aspects of VERA/VSIP need to be consistent across the agency. Please get us any feedback you have as soon as possible. We hope to have the agreements signed by Friday, June 30, 2017. If you have any questions, please let me know as soon as possible, as we are looking to move forward quickly to provide this opportunity to employees.

Thank you for your efforts.

Best regards,

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